

## HK Recreation Depart After School Child Care Program

The Haddam-Killingworth Child Care Program is a state licensed program for 75 children per site, ages 4.5 to 12 years, grades K through 6. Fourth, fifth and sixth graders will be bused to the After School Program site of your choice.

At least two adults will be directly responsible for care of the children, with an overall staff/child ratio of 1:7. Support staff will be available to assist the adults with program activities, and the supervision of children. Overall ratios **will not** exceed 7:1. Group size will not exceed 14. Each staff member will be responsible for: 1) guiding and preparing appropriate experiences and materials for the child's use and 2) communicating to the parents/guardians the child's accomplishments, problems, or needs.

At most times, children will move in small groups throughout the program areas. Adults will arrange interest/activity areas and children will be allowed to choose among the activities and/or materials which interest them. Adult/student aides will follow the flow of children through various activities, stationing themselves where necessary and offer suggestions, provide feedback, answer questions, lend support, monitor stress/need to change activities, monitor proper behavior, and maintain safety.

At various times during the program day, adults/student aides may conduct planned, small-group projects, depending on subject and interest.

Children will be observable when walking to toileting facilities and will be escorted to and from the building when outside.

The outdoor play facilities at the program will be child and age appropriate.

There will be at least 2 persons on the premises at all times to care for the children.

Children will never be left unattended.

### Operating Policies

The HK Recreation Department After School Child Care Program will operate on days when Regional School District #17 Elementary schools are in session, as well as certain holidays and teacher in-service days. On school days the program will operate at KES and BES from 3:25 to 6:00 PM and on minimum days of school the program will begin at 1:05pm.

The Child Care Program will **not operate in the event of school cancellations, early dismissals due to weather related events or if all after school activities are cancelled by RSD #17.**

A special vacation child care program will be offered on most school holidays and school vacations.

### Daily Schedule

#### PM (KES and BES)

3:25–3:30 (minimum day 1:05) Arrival of children

3:30-3:45 Snack

3:45 Discussion and Area Choices

3:45-5:30 Homework, Art, Sports, Games, Free Play

5:30-6:00 Quiet Activities/Clean-up/Pick up time

## Important Phone Numbers

(Please call these numbers, not the school office.)

Haddam Killingworth Recreation Department and Hotline – (860) 345-8334

Burr Elementary School After School Program – (860) 345-4692

Killingworth Elementary School After School Program – (860) 301-9988

## Educational Program Plan

Children at the HK Rec. Department After School Program will follow a flexible daily schedule that meets the individual needs of the diverse population of children and families served by our program, including those with cultural, language and developmental differences.

The daily schedule shall include indoor and outdoor physical activities, which will allow for fine and gross motor development. The daily schedule will include opportunity for problem-solving experiences that help to formulate language development and sensory discrimination. Children will have the opportunity to express their own ideas and feeling through creative experiences in all parts of the program, including: Arts and media, Dramatic play, Music, Language, Motor activity, Language learning experiences, Experiences that promote self-reliance, Health education practices, Child initiated and staff initiated experiences, Exploration and discovery, Varied choices in materials and equipment, Individual and small group active, Active and quiet play, Rest or quiet activity, Nutritious snacks, Toileting and clean up.

## Accepted and Prohibited Disciplinary Measures

Discipline is a positive learning process in the growth and development of children as individuals and as they participate in group activities. Discipline sets limits and guidelines for that growth process. Developmentally and individually appropriate guidance demonstrates respect for the child and for the group. The child feels safe and secure, knowing that adults respect him/ her, care enough to set reasonable boundaries on their behavior, will communicate those limits to him/her, and enforce them when necessary. **It is always important to remember that it is the behavior that is to be corrected, not the child's personality.** A child who may be overly aggressive or is repeatedly destructive of other children's property may be redirected and asked to make an activity choice in another area if talking things through has not resulted in better self-control.

**The child care staff may decide that a Discipline Report may be necessary, which will be given to the parents/guardians and the Director of Recreation to read and sign. Three discipline reports will result in a one-day suspension from the program; the fourth discipline report will result in a two-day suspension. If unacceptable behaviors continue expulsion from the program may be necessary. Discipline Reports will be used to provide clear communication with parents and to, hopefully, correct inappropriate behavioral problems and facilitate enrollment in the program.**

The goals of positive discipline are:

**\*Self-direction**

**\*Self-control**

**\*Safe, happy group living**

**\*Positive self-image**

**\*Respect for materials and \*Respect for others equipment**

The staff will set clear limits so that children have a clear understanding of what is expected of them as well as an awareness of which types of behavior are unacceptable.

When behavior problems do arise, either individually or in the group, they will be handled promptly by the adult present keeping in mind that: 1) no two children are alike and 2) children develop on their own timetable, in their own unique way, reacting differently to situations and methods of discipline. Individual behavioral difficulties will be handled on an individual basis. Staff will continuously supervise children during disciplinary actions. Staff shall not, under any circumstances, be abusive, neglectful, or use corporal, humiliating or frightening punishment. No child shall be physically restrained unless it is necessary to protect the safety and health of the child or another child or staff member.

**Some examples of unacceptable behavior are:**

**- Physical handling of children by another child (shoving, hitting, biting, scratching, kicking, spitting, inappropriate touching or any hurtful action).**

- Threatening forms of violence towards another child or staff member.

- Bullying (Bullying is defined as any overt acts by a student or group of students directed against another student with the intent to ridicule, humiliate or intimidate the other students. These acts are repeated against the same student over time.)

- Misuse of materials, objects or equipment (i.e. throwing toys).

- Toileting out-of-doors.

- Children involved in an improper activity and as a result to that activity there is damage to school or Recreation Department property will be held responsible. **We reserve the right to divide the expense with those involved.**

- Unacceptable language (foul language and/or swearing).

**- Any rule that is stated in the Reg. School Dist. 17 Elementary School Handbook**

## **Weapons and Dangerous Instruments**

No guns, knives, "look-a-like" weapons, or any other objects, including but not limited to firearms, deadly weapons, dangerous weapons, dangerous instruments, capable of threatening or causing injury or death may be brought onto school grounds at the After School Program.

## **Confidentiality**

All information concerning any child will be kept confidential. The Director of Child Care will determine what pertinent information may be released to the staff. Information will be kept in a locked cabinet at all times and not released without permission from the parent/guardian.

## **Parent Participation**

The parents/guardians of children attending the HK Child Care Program will have access to staff daily: 1) by speaking directly to program staff on site 2) by calling during the program day to speak with program personnel and 3) by written communication.

Our center has an open-door policy. Parents and guardians are encouraged to visit their children whenever possible.

## **Complaint Procedure**

Any concerns or complaints a parent may have may be related either directly to an adult staff member or, when appropriate, to Jennifer Mislick the Director of Child Care.

There are times when it may be necessary for the Director of Child Care, staff, and parents to resolve issues together in a more formal manner during a scheduled conference time.

All staff is here to directly serve the best interests and needs of both children and parents.

## **Abuse and Neglect Policy**

All of our staff has a responsibility to prevent child abuse and neglect of any children involved in our center.

### **1. Definition:**

Child Abuse includes: - Any non-accidental physical or mental injury (i.e. shaking, beating, burning) - Any form of sexual abuse (i.e. sexual exploitation)

- Neglect of a child (i.e. failure to provide food, clothing, shelter, education, mental care, appropriate supervision)
- Emotional abuse (i.e. excessive belittling, berating, or teasing which impairs the child's psychological growth)
- At risk behavior (i.e. placing a child in a situation which might endanger him by abuse or neglect).

Child Abuse is defined as: A child who has had - Non-accidental physical injuries inflicted upon him - Injuries which are at variance with the history given of them - Is in a condition, which is the result of maltreatment, such as, but not limited to, malnutrition, sexual exploitation, and deprivation of necessities, emotional maltreatment or cruel punishment.

Child neglect is defined as: A child who has been: - Abandoned - Denied proper care and attention physically, educationally, emotionally or morally - Allowed to live under circumstances, conditions or associations injurious to his wellbeing (CT statutes 46b-120)

**2. Staff responsibilities:** As childcare providers we are mandated by law to report any suspicion that a child is being abused, neglected or at risk.

### **3. Specifics on reporting a suspected case of abuse or neglect**

- Call the Department of Children and Families (open 24 hours a day) at 1-800-842-2288.
- The reporter's name is required, but may be kept confidential.

Information needed:

- Name of child/Date of birth - Address of child - Phone number of child - Name of parents or guardians - Address of parents or guardians - Phone number of parents or guardians
- Relevant information such as: physical or behavioral indicators, nature and extent of injury, maltreatment or neglect
- Exact description of what the reporter has observed
- Time and date of incident
- Information about previous injuries, if any
- Circumstances under which reporter learned of abuse
- Name of any person suspected of causing injury
- Any information reporter believes would be helpful
- Any action taken to help or treat the child
- Seek medical attention for the child – if needed

Mandated reporters must report orally to DCF or a law enforcement agency within 12 hours of suspecting that a child has been abused or neglected.

Within 48 hours of making the report, the mandated reporter must submit a written report (DCF – 136) to DCF. Staff is protected by law from discrimination or retaliation for reporting suspected abuse or neglect (CT General Statutes, Section 17a-101e).

All phone calls to DCF shall be documented and kept on file at the Center. A copy of all statements from staff and the DCF-136 shall also be kept on file.

**4. The management of this program supports a zero tolerance for abuse and neglect** and will implement immediate action should there be an allegation that a staff member abused or neglected a child. The administration will protect the child, including immediate notification of a parent or guardian, once there is an allegation of abuse or neglect of a child in our program. Any staff member accused of abuse or neglect may be immediately removed from his or her position until DCF's investigation is completed. Based on whether the allegations were substantiated or not, the employee would either be dismissed from his/her position or allowed to return to work.

**5. Staff Training:** Staff will be required to attend bi-annual staff meetings, held in September and February, focusing on the steps for reporting suspected abuse and neglect and the role of a mandated reporter. All new staff will be trained in these procedures prior to their start in the classroom.

**6. Provisions for informing families of abuse and neglect policy:** A copy of this policy will also be posted on the parent board. When an accusation of abuse or neglect by a staff member is made, the Director must immediately inform the parents or guardians that a report has been made to DCF. Health care officials may need to talk to a child's parents to access the cause of the child's injuries and offer support and guidance.

## **If a Parent Appears to be Under the Influence of Alcohol**

A staff member **cannot** prevent a parent from taking his/her child, even if you suspect he/she is under the influence of alcohol. Any staff member who suspects a parent has been drinking should alert the Site Director (or adult in charge) immediately. The person in charge should then...

1. Suggest to the parent that he/she call someone else to pick up the child.
2. If the parent refuses, he/she should be allowed to leave at which time the police should be alerted. Inform the police of your location and the intended destination of the parent, if known.
3. The Director of Child Care (Jennifer Mislick) should be called immediately, and notified of the situation. If the Dir. Of Child Care cannot be reached, contact Robyne Brennan (Director of Recreation)
4. The Director of Child Care will notify The Department of Children and Families (DCF) within twelve hours. We are mandated, as child care providers, to report any such cases to D.C.F.

## **If Parent is Late for Pickup**

The After School Program closes promptly at 6:00PM. All children are expected to be picked up by that time. There is a **\$1.00/minute** late charge for children picked up **between 6:00 - 6:15 PM** and **.50 cents/minute** for any time **after 6:15 PM. This will be paid directly to the staff at the time of pickup.**

If a parent/guardian or authorized person has not picked up the child by **6:00 PM**, two staff members will remain on site until the situation has been resolved. A call will be placed to the parent's/guardian's home, places of employment, and cell phone. Repeated late pick-ups may result in expulsion from the program.

If the parents/guardians cannot be reached and do not call or arrive to pick up the child by **6:15 PM**, then the designated emergency contact person's phone numbers will be called and they will be requested to pick up the child. After one hour, if no one can pick up the child and the parents /guardians still cannot be reached, the State Police will be called. At that time, the child may be released to the police.

## **Procedures in Case of Illness**

A child who becomes ill, as determined by the Site Director, will be removed from the program area and placed in a supervised, separate area to rest comfortably. The parent/guardian will be called and asked to pick up the child as soon as possible.

If a parent/guardian cannot be contacted, then the designated emergency persons on the emergency medical forms will be asked to pick up the child as soon as possible.

## **Procedures in Case of Injury or Emergency Illness**

In cases of injury or emergency illness, the following procedures will be followed by the Haddam-Killingworth Child Care staff:

1. First aid will be administered immediately, as necessary. An adult staff member, certified in First Aid, shall evaluate the child.
2. In an emergency situation, the staff will call 911.
3. Parents/guardians will be notified.
4. Staff will proceed with instructions from parents/guardians.
5. If unable to reach parents/guardians, the designated emergency contact persons will be called.
6. In an extreme emergency, one staff member will accompany the child to the emergency room via ambulance. The child's emergency permission form will be brought with them.
7. A staff member will complete an Accident Report to be given to the parent/ guardian and the Director of Recreation.

## **Severe Weather Conditions (Ice Storms, Hurricane, Blizzard, etc.)**

1. If school is canceled, any Child Care Programs are also canceled.
2. If school is dismissed early, the After School Program is canceled. The H-K Recreation Department will not notify parents. Parents will be notified by RSD 17's Honeywell Alert System.
3. If, while the program is in session, the driving conditions become hazardous (as determined by the Director), parents will be called and asked to pick up their children as soon as possible. The program will close as soon as all children are picked up. Staff will be dismissed as ratios allow. Two adult staff members will remain, with at least one being first aid and CPR trained, until all children have been picked up.
4. If the children need to be moved to a safe location within the school, they will relocate to the gymnasium

## **Evacuation Plan (Fire, etc.)**

In the event that building evacuation should become necessary the following steps will be taken:

- The building will be emptied according to fire drill procedures.
- Once children and staff are safely assembled outside the building, Regional School District #17 transportation will be contacted to transport children, by bus, to one of the Recreation Department's other licensed sites of operation (Burr to Killingworth/ Killingworth to Burr)
- Signs will be posted at the evacuation site listing the action taken.
- Parents will be immediately notified by phone of the situation and the whereabouts of children.

In the event of a school lock down, the alternate site for Middle School Students is as follows:

Site child normally attends: Alternate site:

BES KES

KES BES

If all Elementary Schools are locked down, M.S. students will remain at the M.S. Parents will be immediately notified by phone of the situation and the whereabouts of children.

- **We follow the elementary school's Crisis/Emergency Lockdown Procedures.**

## Medical Form

A medical form is required by the State Department of Health to be on file for each child enrolled in our program. You may bring a copy from your physician or ask the nurse of the school your child is attending for a copy of your child's health form.

## HK Recreation Department After School Program Administration of Medications Policy

It is not recommended that medication be administered by the Haddam-Killingworth Recreation Department staff. It is preferred that medication to be given at home or administered by the School Nurse during the school day. If it does become necessary for medication to be administered by the Recreation Department at the After School Program, the following procedures will be followed.

1. Medication will only be administered by a staff member certified in the administration of medication.
2. Only oral, topical or inhalation medication and injections by a regulated system (such as the Epi-Pen) will be dispensed at the After School Program.
3. Under no circumstance will the first dosage or application of any medication be given at the After School Program.
4. Medications shall be double locked and stored in a locked cabinet or in a locked box in a refrigerator in keeping with the label directions, and inaccessible to children.
5. All medications shall be stored in the original child-resistant safety container labeled with;
  - (a) the child's name;
  - (b) the name of the medication;
  - (c) directions for the medication's administration;
  - (d) date of medication;
  - (e) side effects of the medication.
6. All unused medications will be returned to the parent(s) or destroyed if it is not picked up within one week following the termination of the order, by flushing into sewerage or a septic system in the presence of a least one witness, and documented in writing.
7. Any errors in the administration of medication by any person shall be reported to the Director and parents immediately. Errors will also be documented in writing in a designated book to record incidents.
8. Medication must be handed to the Site Director (by the parent). Medication must not be in the child's possession (lunch box, pocket, back pack). If medication is discovered in the child's possession, it shall be destroyed. This is for the safety of all the children at the After School Program.
9. The approved medication administration record will become part of the child's health record when the course of the medication has ended.
10. The After School Program should be notified of any child who is given medication during the day, even if the parent or school nurse administers the medication. This will help us in recognizing any side effects or symptoms.

## Payment Policies

**Registration will be on a first-come, first-served basis** (Haddam-Killingworth residents only).

**There is a yearly processing / registration fee of \$20.00 per child in addition to the tuition fee.** Parents / guardians will be notified in writing of any changes in fees at least four weeks in advance.

**Fees:**

Full Time – The fee (based on 20 school days) is:

\$320.00 / month for each child

**Fees will be calculated monthly based on the expected number of school days.**

**Payment is due before the end of each month and will cover the next month's registration.**

**There is a \$25.00 late payment fee for any payments not received by the due date each month.** Payment notices will be emailed, on-line and handed out mid-month. Payment may also be made on line via our web site, [www.hkrec.com](http://www.hkrec.com).

**There is a late pick-up fee of \$1.00 per minute (6:00-6:15PM), and \$.50 per minute after 6:15PM paid directly to staff on the day of late pick-up.**

**Absence**

In the event your child/children will **not** be attending the After School Program, parents /guardians must notify the Recreation Department (860-345-8334) or email the Director of Child Care, Jennifer Mislick: [jen@hkrec.com](mailto:jen@hkrec.com) Parents may also call each individual program site and leave a message: Burr Elementary School (860-345-4692 / Killingworth Elementary School (860-301-9988). **Absences reported the same day will not be credited.** To obtain a credit for an absence due to illness, a parent or guardian must contact the Director of Child Care, Jennifer Mislick, by calling the Recreation Department or by email ([jen@hkrec.com](mailto:jen@hkrec.com)). Absences (unless otherwise specified), must be paid for.

**Insufficient Funds**

If a check is returned for insufficient funds, the parent or guardian will be notified immediately. Re-payment will be made by cash or money order and include a returned check fee of \$20.00. If re-payment is not made within seven days, the child's enrollment in the After School Program may be jeopardized.

**Withdrawal/Expulsion of Children**

Parents or guardians must provide the center with 2 weeks written notice prior to withdrawing their child from the center. All tuition owed must be paid in full. Likewise, if possible, the program will provide the same courtesy if care for a child must be terminated for any reason. The program will work with all children and families to avoid a child's expulsion.

**Special Needs**

We accommodate children with special needs; however, there are occasions when children do not make a comfortable adjustment to a child care environment. When these problems arise, it is important for staff and families to acknowledge the problem and work together cooperatively to find the solution which best suits the needs of the child, the family, and the Child Care Program.

If a child is having significant adjustment difficulties, the following protocol will be followed:

1. The child's parent / guardian or staff member should notify the Director of Child Care and a conference will be scheduled immediately between the Director of Child Care, the parents, health care provider (if needed) and an applicable staff member.
2. Careful observation of the child's behavior and progress may be charted by the parents and staff for the following month.
3. A follow-up meeting will be scheduled between the Director of Child Care, the parents / guardians, health care provider (if needed) and an applicable staff member to discuss and implement an individual care plan which is suitable for the parent and the child. Such plan shall include appropriate care of the child in the event of a medical, or other, emergency, and shall be signed by the parents and the Director of Child Care.
4. This individual care plan will be implemented by the Director of Child Care, and results of it's effectiveness will be monitored on a bi-monthly basis until a successful resolution has been achieved.



5. If it should become necessary to remove a child from the Child Care Program, the Director of Child Care and staff members will work hand-in-hand with the parents in the coordination of alternative Child Care placement, referral to consultants, or other professionals and/or referral to proper agencies.

## **Movies**

Occasionally, we show movies on a rainy day or as a special event. Most of the movies are rated "G" but, occasionally, we will see a "PG" movie, previously approved by the Director of Child Care. If a parent would like to restrict a child's viewing of movies further, please notify the Site Director.